

InApp

CSR Policy

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InApp Information Technologies Pvt Ltd
121 Nila, Technopark, Trivandrum - 695 581, Kerala, India

1. Background and Context

InApp Information Technologies (India) Pvt Ltd (hereinafter referred to as “InApp”) is an Indian company providing Software development Services, to clients around the world. InApp is committed to advancing and enhancing its business based on ethics-based corporate governance principles, in a socially responsible fashion, while keeping in mind the welfare of the communities and stakeholders that we work with, while also supporting efforts to conserve and protect the environment wherever we operate.

This policy is in line with Section 135 of the Companies Act, 2013 (“the Act”) read together with the applicable rules thereto as enacted in the Republic of India. Section 135 of the Act is applicable to every company, including its holdings or subsidiaries, and foreign companies having its branch or project office in India and with a net worth of INR 500 Crore or more, or a turnover of INR 1000 Crore or more, or a net profit of INR 5 Crore or more during an immediately preceding financial year. Under this section of the Act, in every financial year, such a company must allocate at least 2% of its average net profits made during the three immediately preceding financial years. The company must also constitute a CSR committee, formulate a CSR policy, recommend CSR expenditure amount, monitor policies and activities and report to the Board of Directors (“Board”). The Board must approve the CSR policy and comply with disclosure requirements including a detailed CSR Report in its Annual Report.

2. CSR Policy and Priorities

This document outlines the core principles and policies that drive the Corporate Social Responsibility program of InApp and is adopted by the Board of Directors of InApp. This document may be amended and enhanced from time to time.

The CSR Policy of InApp is focused on the growth of the company in an environmentally-sustainable way while also contributing to the improvement of the interests of all stakeholders. In particular, the focus areas of the policy are:

1. Ensuring the health and well-being of stakeholder communities that we work with
2. Ensuring social, economic, and educational inclusion through affirmative action, particularly for vulnerable groups such as persons with disabilities
3. Ensuring the long-term sustainability of the environment
4. Promoting education and technical capacity enhancement
5. Building resilience of communities to mitigate the adverse impacts of natural disasters, including through the development of humanitarian technologies and sustainable energy
6. Enhancing education, particularly the skill sets related to Technical Education programs so as to make the students better equipped to join the global

workforce, not just in IT-related fields, but also in other less technology-intensive sectors

7. Ensuring that the rights of children, particularly girl children, are protected
8. Promoting gender equality, empowering women, setting up homes and hostels for women and orphans; setting up old age homes, daycare centres and other facilities for senior citizens and measures for reducing inequalities faced by socially and economically backward groups;
9. Promoting education, including special education and employment enhancing vocation skills, especially among children, women, the elderly, and the differently abled and livelihood enhancement projects;
10. Supporting the health and well-being of rural and urban communities
11. Enhancing the environment and reducing human-made and natural adverse effects of development on the environment
12. Helping develop sustainable, replicable, and scalable projects for basic services including local energy creation & distribution, community networks for communication in remote areas, potable water systems, and disaster alert systems
13. Supporting initiatives that promote sustainable food & agriculture systems
14. Helping create technologies that enable communities to become self-reliant and resilient
15. Eradicating hunger, poverty, malnutrition and sanitation.
16. Protection of National heritage, art and culture including restoration of buildings and sites of historical importance and works of art; setting up public libraries; promotions and development of traditional arts and handicrafts;
17. Training to promote rural sports, nationally recognised sports, paralympic sports and Olympic sports;
18. Contribution to the Prime Minister's National Relief Fund or any other fund set up by the Central Government for socio-economic development and relief and welfare of the Scheduled Castes, the Scheduled Tribes, other backward classes, minorities and women;
19. Contribution to incubators or research and development projects in the field of science, technology, engineering and medicine, funded by the Central Government or State Government or Public Sector Undertaking or any agency of the Central Government or State Government;
20. Contributions to public-funded Universities; Indian Institute of Technology (IITs); National Laboratories and autonomous bodies established under the Department of Atomic Energy (DAE); Department of Biotechnology (DBT); Department of Science and Technology (DST); Department of Pharmaceuticals; Ministry of Ayurveda, Yoga and Naturopathy, Unani, Siddha

and Homoeopathy (AYUSH); Ministry of Electronics and Information Technology and other bodies, namely Defense Research and Development Organisation (DRDO); Indian Council of Agricultural Research (ICAR); Indian Council of Medical Research (ICMR) and Council of Scientific and Industrial Research (CSIR), engaged in conducting research in science, technology, engineering and medicine aimed at promoting Sustainable Development Goals (SDGs)]

3. CSR Governance

The CSR activities of InApp shall be carried out by a CSR Committee, created for this purpose in accordance with the requirements of the Companies Act 2013 and rules framed thereunder. The Committee shall have the following composition:

1. Two or more members of the Board of Directors of InApp. The Chair of the CSR Committee shall be one of the Board members
2. The CEO of InApp or a nominee of the CEO
3. Two representatives of InApp Staff, at least one of whom shall be a woman
4. Optionally, a nominee of a not-for-profit organization who has expertise in the CSR focus areas of InApp

The Committee shall have the following responsibilities:

1. At the beginning of the fiscal year, plan the CSR activities, review the priority areas for CSR activities based on contemporary requirements
2. Identify one more projects to be supported for the year, based on the budgets available and the priorities of that year, and communicate them to the Board for approval.
3. Review the performance of the last supported cohort of projects, and document them through reports, photographs, videos, and other means.
4. Report the experience of past projects to all internal and external stakeholders including the Board, Staff, Clients, and the general public
5. Consider creating partnerships with other like-minded organizations so that the CSR activities can be impactful
6. Review the CSR Focus Areas (See Section 4 below), and amend them if required each year.

4. CSR Focus Areas

The following shall be the focus areas for InApp's CSR activities. Wherever possible, CSR support is to be delivered through not-for-profit organizations, NGOs, or the Government in line with the provisions of Section 135 of the Companies Act 2013 and rules framed

thereunder. Also where possible, CSR support is to be delivered inclusively, and particular efforts shall be made to include social outlier communities including tribals.

The CSR committee will decide on the locations for CSR activities and specific prominence shall be given to those areas where the operations of the Company are focussed or intended to be expanded to

1. Enhancing education, particularly the skill sets related to Technical Education programs so as to make the students better equipped to join the global workforce, not just in IT-related fields, but also in other less technology-intensive sectors
2. Ensuring that the rights of children, particularly girl children, are protected
3. Supporting the health and well-being of rural and urban communities
4. Enhancing the environment and reducing human-made and natural adverse effects of development on the environment
5. Helping develop sustainable, replicable, and scalable projects for basic services including local energy creation & distribution, community networks for communication in remote areas, potable water systems, and disaster alert systems
6. Supporting initiatives that promote sustainable food & agriculture systems
7. Helping create technologies that enable communities to become self-reliant and resilient

InApp's CSR activities may be one-off support or multi-year support. In the latter case, there is a need for additional financial prudence, which is discussed under Section 5.

5. Financial Prudence

All projects under InApp's CSR program should be identified on the basis of sound competence, proven track record, financial accountability, and project sustainability that may include financial, social, institutional, gender and environmental. The implementing agency, if any shall be required to provide documentation of completion, financial utilization, and lessons learned. In cases where the project is incomplete and could be completed with additional funding, the CSR Committee may, on a case-by-case basis, decide on additional funding.

6. Effective Date

This policy is effective from March 6, 2023.

7. Contact

For queries related to the CSR Policy, please write to us at: CSR@inapp.com